



- B. Conduct. Employees shall conduct purchasing without favoritism and without arbitrariness or caprice.
- C. Pecuniary Interest. No employee shall enter into discussion or participate directly or indirectly in a procurement in which the employee has pecuniary interest.
- D. Conflict of Interest. No employee shall enter into discussion or participate directly or indirectly in a procurement in which the employee has a conflict of interest. Employees who breach an ethical standard of conduct will be subject to disciplinary action and may be subject to criminal prosecution for fraud. Fraud is a deliberate action intended to deceive another for personal gain. Potential conflict must be disclosed.
- E. Gifts. An employee (directly or indirectly) shall not accept any gift or favor from a vendor or contractor of the City of Memphis.

